

MANUFACTURING EXTENSION PARTNERSHIP

Success Stories from the Field

MICHAEL, DAVID & CO INC

Delaware Valley Industrial Resource Center

HR Training at David Michael & Co Helps to Keep Focus on Innovation

Client Profile:

David Michael & Co, established in 1896, is internationally recognized as a leader in the flavor industry. The Philadelphia, Pennsylvania, plant employs 160 people.

Situation:

David Michael's very first product, Old Time Body & Age, was an innovation that had a major impact on the distilled spirits industry. From this one product, the founders learned that being innovative was a powerful strategy for staying ahead of the competition. To continually review, reinvigorate and innovate, the company challenges its employees to explore new ideas, new ways of doing old things, new methodologies. David Michael hired the Delaware Valley Industrial Resource Center (DVIRC), a NIST MEP network affiliate, as a key supplemental resource to effectively execute this corporate strategy.

Solution:

DVIRC worked closely with David Michael's Board of Directors to provide ongoing human resource leadership for their global organization. They also trained and certified front-line leaders and designed and facilitated a customized workshop focused on 21st century leadership for the board of directors and key executives.

Results:

- * Saved \$100,000 in capital avoidance.
- * Saved \$50,000 in costs.

Testimonial:

"David Michael has had consistently beneficial experiences with our friends at DVIRC. Specifically, we have outsourced some of our HR function to them over the past few years, we have sent front-line production supervisors to leadership training and we most recently asked them to hold a one day leadership training seminar for our senior managers."

Skip Roskam, President & COO